

Benefits

PSD Contract Employees 12 Month Contract

Union Code	PSD Contract Employees
Representation	None
Contract Date	November 17, 2012
Health and Welfare	
Length of Contract	12 Months
Medical Premium Subsidy (MPS)	\$166.89
Opt-Out/Waive	New - \$40 (as of 7/9/05) Continuing - \$85
Medical/Dental Insurance	Eligible to enroll
Vision	Employee Only
Life Insurance-Employer Paid	\$25,000
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Bereavement	2 days per occurrence/3 days if traveling over 1000 miles
Holiday	13 days
Perfect Attendance	16 hours of Perfect Attendance Leave or Gym Membership
Retirement – County Contribution	
<u>Tier I</u> (Hired prior to 1/1/2013, reciprocity provision may apply) 2.0% at age 55	No County Contribution
<u>Tier II</u> (Hired on or after 1/1/2013) 2.5% at age 67	No County Contribution

Retirement - Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund	After 10 years of SBCERA participation, eligible to convert sick leave to Cash Formula Value
Other	
Annual Tuition Reimbursement	First come, first-served basis not to exceed \$400 per employee
Short Term Disability Insurance	55% up to \$1,067/week (eff 1/12/13)

The County provides a *Premium Subsidy* to help off-set the cost of your medical premium.

Example #1: A PSD Contract Employee elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$211.55 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$ 44.66 (out-of-pocket cost)**

Example #2: A PSD Contract Employee elects Kaiser Permanente HMO and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$787.84 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$620.95 (out-of-pocket cost)**

Example #3: A PSD Contract Employee elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$588.48 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$421.59 (out-of-pocket cost)**